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ABSTRACT

Two separate reports combined here present the fifth and sixth annual salary surveys of the academic libraries of Pennsylvania. Questionnaires were sent to libraries at 141 two-year, baccalaureate, comprehensive, and doctoral granting colleges and universities. Responses were received from 96 institutions for a return rate of 68% to the 1992 survey. Responses to the 1993 survey were received from 86 institutions for a return rate of 61%. The survey follows the Association of Research Libraries (ARL) Salary Survey model. The results of the survey are reported in 14-15 tables. The following information is included: professional staff by salary bracket; distribution of beginning professional salaries; distribution of professional staff by experience; number and average salaries of academic librarians by years of experience; average salaries and experience by metropolitan area; number and average salaries and experience by institution and position; number and average experience of librarians by position; average salaries for experience cohorts in selected positions; number and average salaries of librarians by American Association of University Professors (AAUP) category; number and average salaries of librarians by type of institution; number and average salary of minority librarians by position; distribution of minority librarians by metropolitan area; and number and average experience of minority librarians by position. A list of the participating libraries and the questionnaire are included in the appendices. (JLB)

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PENNSYLVANIA LIBRARY ASSOCIATION

COLLEGE AND RESEARCH LIBRARIES DIVISION

1992 SALARY SURVEY OF PENNSYLVANIA ACADEMIC LIBRARIES

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College and Research Libraries Division

1992 SALARY SURVEY OF PENNSYLVANIA ACADEMIC LIBRARIES

Introduction and Survey Administration
by
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October 1993

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INTRODUCTION

This is the report of the fifth annual salary survey of the academic libraries of Pennsylvania. The survey is funded and sponsored by the College and Research Libraries Division of the Pennsylvania Library Association (PLA) as a service to its membership and the academic librarians of the Commonwealth.

The survey itself continues to follow the ARL Salary Survey model. In some tables the number of positions listed in the bodies of the tables may not sum to the total positions noted at the bottom of each table. This is due to the suppression of data for some entire position categories where fewer than four cases were reported. As always, when displaying compiled data we have suppressed any data representing fewer than four cases so as to avoid compromising confidentiality. However, the total position count and the average salaries displayed at the bottom of these tables, corresponding to the heading "Total Filled Positions", does encompass all individuals in each category, including those position titles suppressed in the body of the table. It should also be noted that not all respondents provided full data. Some totals are affected by these instances of incomplete reporting.

This year questionnaires were sent to libraries at 141 two-year, baccalaureate, comprehensive, and doctoral granting colleges and universities. Responses were received from 96 institutions, a return rate of 68%. In total, 854 or 73.6% of the estimated 1160 academic library positions within the Commonwealth are represented by the survey results.

This is the fifth year for the survey and although 96 libraries responded to the survey there is a change in the institutions responding from last year. Obviously this makes specific year to year comparisons difficult, yet we continue to believe that the data are in themselves valuable for institutional comparisons and other administrative purposes. For those seeking to review results from past years, the survey is now available on ERIC microfiche [ERIC No. ED 352069].

The Pennsylvania Library Association's College and Research Libraries Division is pleased to present this report as a tangible service to its membership. Anecdotal evidence suggests that salary data linking positions to local market conditions, as this survey does, can be a significant tool in the hands of library directors campaigning for salary adjustments for professional librarians. For that reason, we would like to thank all who have contributed to this and past years surveys through timely submission of completed questionnaires. Please direct to me any questions that you may have concerning this survey or the incorporated data.

Joyce Combs of Pennsylvania State University Libraries has once more provided essential support to the project both in terms of administrating the questionnaire and in disseminating the final document.

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Table A: Distribution of Professional Staff by Salary Bracket with Associated Statistics

Salary Bracket	Number of Staff	Cumulative Percent	Average Salary	Avg. Years Experience	Median Salary	Med. Yrs. Experience
$90,000 or more	6	0.70%	$104,336	25.3	$97,766	25
$80,000 - 89,999	3	1.10%	*	22	*	21
$70,000 - 79,999	13	2.60%	$73,676	24.7	$73,000	24
$65,000 - 69,999	10	3.70%	$67,481	20.3	$67,781	21.5
$60,000 - 64,999	16	5.60%	$61,717	25.6	$61,218	24.5
$55,000 - 59,999	33	9.50%	$57,666	22.8	$57,930	23
$50,000 - 54,999	33	13.30%	$52,030	21	$52,427	23
$48,000 - 49,999	34	17.30%	$48,793	22.5	$48,713	22.5
$46,000 - 47,999	23	20.00%	$46,735	19.8	$46,675	21
$44,000 - 45,999	34	24.00%	$44,908	18.9	$44,875	17.5
$42,000 - 43,999	44	29.20%	$43,001	21.2	$43,031	22
$40,000 - 41,999	44	34.30%	$41,129	19.3	$41,147	20
$38,000 - 39,999	54	40.60%	$38,866	14.9	$38,761	16
$36,000 - 37,999	72	49.10%	$36,973	15.9	$36,972	15.5
$34,000 - 35,999	60	56.10%	$35,086	15.5	$35,155	15
$32,000 - 33,999	60	63.10%	$33,084	12.4	$33,123	11
$30,000 - 31,999	74	71.80%	$30,872	11.5	$30,901	10
$29,000 - 29,999	31	75.40%	$29,473	11.2	$29,490	9
$28,000 - 28,999	35	79.50%	$28,379	9.2	$28,395	7
$27,000 - 27,999	20	81.90%	$27,405	11.8	$27,455	7.5
$26,000 - 26,999	30	85.40%	$26,375	10.4	$26,314	9
$25,000 - 25,999	26	88.40%	$25,353	5.2	$25,209	3
$24,000 - 24,999	25	91.30%	$24,385	10.1	$24,415	7
$23,000 - 23,999	12	92.70%	$23,401	6.2	$23,300	5
$22,000 - 22,999	16	94.60%	$22,301	8.4	$22,312	6.5
$21,000 - 21,999	14	96.30%	$21,293	8.3	$21,196	4.5
$20,000 - 20,999	11	97.50%	$20,576	10	$20,671	7
$19,000 - 19,999	9	98.60%	$19,503	7.4	$19,500	6
$18,000 - 18,999	5	99.20%	$18,648	2.6	$18,725	2
$17,000 - 17,999	4	99.60%	$17,526	10.5	$17,626	10
less than 17,000	3	100.00%	*	13.3	*	15
Total Surveyed Positions and Averages	854		$37,799	15.1	$35,663	15

* Salary information is not published for fewer than four individuals.

Table B: Distribution of Beginning Professional Salaries

Salary Bracket	Number of Libraries	Percent of Libraries
$30,000 or more	6	6.82%
$29,000 - $29,999	1	1.14%
$28,000 - $28,999	2	2.27%
$27,000 - $27,999	6	6.82%
$26,000 - $26,999	9	10.23%
$25,000 - $25,999	12	13.64%
$24,000 - $24,999	14	15.91%
$23,000 - $23,999	10	11.36%
$22,000 - $22,999	7	7.95%
$21,000 - $21,999	8	9.09%
$20,000 - $20,999	5	5.68%
$19,000 - $19,999	2	2.27%
$18,000 - $18,999	5	5.68%
$17,000 - $17,999	0	0.00%
$16,000 - $16,999	1	1.14%
Under $16,000	0	0.00%

Libraries Reporting	88
Data not Provided	8
Total Surveyed Libraries	96

Table C: Distribution of Professional Staff By Experience Cohort with Salary Means and Medians

Experience Cohort	Number of Staff	Average Salary	Median Salary
Over 35 Years	15	$41,646	$42,330
32 - 35	16	$55,268	$47,619
28 - 31	46	$46,184	$44,063
24 - 27	96	$46,275	$43,254
20 - 23	115	$44,212	$41,345
16 - 19	110	$40,733	$38,005
12 - 15	112	$37,340	$36,185
8 - 11	119	$32,634	$32,300
4 - 7	127	$30,461	$29,950
0 - 3	93	$27,118	$26,000
Total Positions and Averages	849	$37,805	$35,593

Table D: Number and Average Salaries of Academic Librarians by Years of Experience

Experience Cohort	Total Staff	Men	Women	Combined Salary	Men's Average	Women's Average
Over 35 Years	15	5	10	$41,646	$45,053	$39,943
32 - 35	16	9	7	$55,268	$63,552	$44,616
28 - 31	46	21	25	$46,184	$50,213	$42,799
24 - 27	96	29	67	$46,275	$47,516	$45,738
20 - 23	115	44	71	$44,212	$48,495	$41,557
16 - 19	110	35	75	$40,733	$43,827	$39,289
12 - 15	112	44	68	$37,340	$37,432	$37,280
8 - 11	119	34	85	$32,634	$34,837	$31,752
4 - 7	127	49	78	$30,461	$29,356	$31,154
0 - 3	93	37	56	$27,118	$27,539	$26,840
Total Positions and Averages	849	307	542	$37,805	$39,695	$36,735

Note: The Statistics for Total Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See "Introduction" for explanation.)

Table E: Average Salaries and Experience by Metropolitan Area

SMSA	Average Salary	Years of Experience	Number of Professionals
Philadelphia	$37,594	15.3	394
Pittsburgh	$34,041	13.9	48
Other Areas	$38,434	15.1	412
All Areas	$37,799	15.1	854

Table F: Number and Average Salaries and Experience By Type of Institution

Institutional Control	Average Salary	Years of Experience	Number of Professionals
Public	$44,089	18.1	128
State Related	$40,929	15	181
Private, Non-Sectarian	$37,640	15	322
Private, Church Related	$31,879	13.8	223
All Types	$37,799	15.1	854

Table G: Number and Average Salaries of Librarians by Position

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
Director	91	45	46	$50,212	$53,043	$47,444
Associate Director	14	6	8	$58,822	$57,569	$59,762
Assistant Director	30	16	14	$39,806	$42,292	$36,964
Head, Medical Library	2	1	1	*	*	*
Head, Law Library	2	1	1	*	*	*
Branch Head	40	9	31	$40,650	$48,736	$38,302
Functional Specialist	33	17	16	$35,076	$35,312	$34,826
Subject Specialist	27	9	18	$38,630	$39,651	$38,119
Head, Reference	48	15	33	$36,785	$40,230	$35,219
Head, Cataloging	30	4	26	$38,273	$38,024	$38,311
Head, Acquisitions	28	9	19	$39,999	$43,638	$38,276
Head, Serials	18	7	11	$35,187	$35,452	$35,019
Head, Documents	3	1	2	*	*	*
Head, Circulation	23	5	18	$32,970	$39,434	$31,174
Head, Rare Books/MSS	12	6	6	$36,970	$37,887	$36,052
Head, Other	51	18	33	$42,366	$40,763	$43,240
Head, Audio-Visual	22	13	9	$32,134	$34,986	$28,015
Public Services	30	8	22	$30,429	$30,003	$30,584
Technical Services	19	5	14	$29,013	$25,293	$30,342
Administrative Services	3	0	3	*	*	*
Reference Librarian	191	74	117	$33,428	$33,247	$33,543
Cataloger	61	14	47	$31,983	$31,245	$32,202
Head, Computer Systems	15	6	9	$40,509	$36,487	$43,190
Head, Technical Services	39	11	28	$34,978	$37,985	$33,797
Head, Public Services	7	1	6	$35,995	*	$35,105
Other	15	8	7	$32,449	$33,476	$31,275
Total Filled Positions	854	309	545	$37,799	$39,692	$36,727

* Salary information is not published for fewer than four individuals.

Note: The statistics for Total Filled Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See "Introduction" for explanation.)

Table H: Number and Average Experience of Librarians by Position

Position	# of Staff			Average Years Experience		
	Total	Men	Women	Combined	Men	Women
Director	91	45	46	19.7	20	19.3
Associate Director	14	6	8	19.7	19.3	20
Assistant Director	29	16	13	19.4	17.8	21.5
Head, Medical Library	2	1	1	20.5	20	21
Head, Law Library	2	1	1	29	32	26
Branch Head	40	9	31	16.6	20.8	15.4
Functional Specialist	33	17	16	11.7	10.1	13.5
Subject Specialist	27	9	18	17.3	16.7	17.7
Head, Reference	47	15	32	15.8	16.2	15.6
Head, Cataloging	29	4	25	16	11.5	16.7
Head, Acquisitions	27	8	19	18.3	21.6	16.9
Head, Serials	18	7	11	15.8	15.7	15.8
Head, Documents	3	1	2	15.3	26	10
Head, Circulation	23	5	18	13.1	19.2	11.4
Head, Rare Books/MSS	12	6	6	13.6	15.2	12
Head, Other	51	18	33	17.6	16.7	18
Head, Audio-Visual	22	13	9	10.5	12.7	7.4
Public Services	30	8	22	13	12.5	13.1
Technical Services	19	5	14	10.9	11.2	10.9
Administrative Services	3	0	3	15.7		15.7
Reference Librarian	191	74	117	12.3	11.9	12.5
Cataloger	61	14	47	13.8	9.1	15.2
Head, Computer Systems	15	6	9	12.8	9.8	14.8
Head, Technical Services	39	11	28	15.6	15.5	15.6
Head, Public Services	7	1	6	14.6	16	14.3
Other	14	7	7	17.4	16.1	18.6
Total Filled Positions	849	307	542	15.1	15.1	15.1

Note: The statistics for Total Filled Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See "Introduction" for explanation.)

Table J: Average Salaries for Experience Cohorts in Selected Positions

Position	0 - 3 Years	4 - 7 Years	8 - 11 Years	12 - 15 Years	16 - 19 Years	20 - 23 Years	24+ Years
Director		$41,520	$39,082	$42,816	$49,616	$53,683	$57,264
Associate Director		*	*	*	$63,732	*	$60,703
Assistant Director	*	*	*	*	$40,408	$47,765	$41,285
Functional Specialist	*	$33,074	$34,684	*	*	*	*
Subject Specialist	$28,968	*	*	*	$37,390		$44,285
Head, Branch	*	$33,231	$38,181	$41,581	$43,127	$40,149	$46,435
Head, Acquisitions		*	$31,712	*	$38,581	$46,169	$43,545
Head, Reference	*	$30,714	$35,784	$35,397	$33,793	$35,599	$47,793
Head, Cataloging	*	*	$34,736	$43,760	*	$39,698	$44,636
Head, Serials		$29,913	$30,258	*	*	*	$43,417
Head, Circulation	*	$20,389	*	$37,701	*	*	$42,386
Head, Rare Books/MSS	*	*	*	*	*	*	*
Head, Technical Services	*	$25,442	$31,471	$35,071	$42,591	$38,321	$42,327
Head, AV	$25,064	*	$30,181	*	*		*
Head, Other	*	*	$34,091	$43,570	$43,353	$43,382	$48,374
Head, Computer Systems	*	*	*	$37,518	*	*	*
Reference	$27,683	$31,141	$31,462	$34,160	$33,428	$42,185	$39,123
Cataloger	$26,056	$28,066	$32,637	$30,071	$34,154	$37,870	$37,117
Public Services	$24,558	$27,186	$23,534	$31,527	*	$42,566	$39,419
Technical Services	*	$28,947	*	*	*	*	*

Table L: Number and Average Salaries of Librarians By AAUP Category

Position	Doctoral		Comprehensive		Baccalaureate		Two Year Academic	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
Director	9	$70,461	38	$48,726	28	$47,120	15	$48,167
Associate Director	11	$63,143	2	*	1	*		
Assistant Director	11	$46,918	11	$36,944	4	$31,338	4	$36,584
Branch Head	26	$42,144	4	$42,014	8	$36,486	2	*
Functional Specialist	30	$35,427	3	$31,567				
Subject Specialist	18	$39,897	3	*	6	$34,562		
Head, Acquisitions	5	$40,560	14	$40,312	7	$33,530	2	*
Head, Reference	6	$39,845	20	$37,037	17	$34,525	5	$39,792
Head, Cataloging	7	$41,718	15	$37,662	8	$36,402		
Head, Serials	4	$32,690	8	$38,670	5	$30,808	1	*
Head, Circulation	7	$39,094	9	$30,409	4	$26,763	3	*
Head, Rare Books/MSS	4	$45,151	3	*	5	$38,296		
Head, Other	34	$44,911	14	$36,179	3	*		
Public Services	16	$31,794	8	$31,564	2	*	4	$29,119
Technical Services	6	$33,558	10	$24,501	1	*	2	*
Reference Librarian	90	$33,379	57	$34,929	25	$28,317	18	$36,587
Cataloger	34	$33,177	14	$29,180	7	$30,030	6	$34,033
Head, Computer Systems	4	$54,732	6	$41,831	5	$27,543		
Head, Technical Services	5	$32,166	15	$36,157	16	$33,626	3	
Head, Public Services	3	$42,294	4	$31,272				
Head, AV	1	*	10	$31,651	6	$32,354	5	$34,484
Total Filled Positions and Averages	331	$39,672	268	$36,974	158	$34,876	70	$39,240

* Salary information is not published for fewer than four individuals.

Note: The statistics for Total Filled Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See "Introduction" for explanation.)

Table M: Number and Average Salaries of Librarians by Type of Institution

	Public		State Related		Private Non-Sectarian		Private Church Related	
Position	No.	Salary	No.	Salary	No.	Salary	No.	Salary
Director	16	$57,292	5	$59,906	30	$55,286	40	$42,364
Associate Director		*	7	$67,494	6	$53,884	1	*
Assistant Director	2	*	5	$45,617	13	$43,974	10	$31,638
Branch Head	6	$41,198	12	$45,493	19	$39,162	3	*
Functional Specialist	1	*	17	$36,169	14	$34,499	1	*
Subject Specialist	3	*	9	$41,825	1	$37,486	4	$34,186
Head, Acquisitions	6	$47,835	3	*	12	$36,149	7	$33,554
Head, Reference	11	$45,519	2	*	18	$36,579	17	$30,999
Head, Cataloging	4	$48,389	3	$44,260	13	$36,664	10	$34,521
Head, Serials	5	$40,897	1	*	9	$32,191	3	*
Head, Circulation	5	$41,635	3	*	9	$31,863	6	$23,551
Head, Rare Books/MSS			2	*	6	$32,971	4	$33,255
Head, Other	10	$40,683	23	$43,949	12	$45,565	6	$32,701
Public Services	4	$40,484	6	$38,685	15	$28,277	5	$18,933
Technical Services	2	$35,492	3	*	9	$28,419	5	$23,282
Reference Librarian	30	$39,334	57	$34,475	62	$32,603	42	$29,007
Cataloger	5	$39,127	18	$34,802	23	$31,866	15	$26,397
Head, Computer Systems	1	*	2	*	6	$48,792	6	$29,402
Head, Technical Services	6	$44,660			12	$35,514	21	$31,906
Head, Public Services	2	*			3	*	2	*
Head, AV	4	$48,095			8	$31,128	10	$26,555
Total Filled Positions and Averages	123	$43,897	178	$40,469	310	$37,410	218	$31,990

* Salary information is not published for fewer than four individuals.

Note: The statistics for Total Filled Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See "Introduction" for explanation.)

Table N: Number and Average Salary of Minority Librarians by Position

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
Director	5	3	2	$50,608	*	*
Associate Director	1	1		*	*	
Assistant Director	2	1	1	*	*	*
Branch Head	4		4	$40,579		$40,579
Functional Specialist	8	4	4	$34,776	$33,700	$35,852
Subject Specialist	2	1	1	*	*	*
Head, Acquisitions	2	2		*	*	
Head, Reference	3		3	*		*
Head, Cataloging	2		2	*		*
Head, Serials	3	2	1	*	*	*
Head, Circulation	3	1	2	*	*	*
Head, Rare Books/MSS	3	2	1	*	*	*
Head, Other	3	1	2	*	*	*
Public Services	2		2	*		*
Technical Services	6	2	4	$29,495	*	$31,125
Reference Librarian	17	7	10	$33,105	$31,572	$34,178
Cataloger	12		12	$32,720		$32,720
Head, Computer Systems	1	1		*	*	*
Head, Technical Services	4	2	2	$37,058	*	*
Head, Public Services	1		1	*	*	*
Head, AV	1	1		*	*	*
Other	3	3		*	*	*
Total Filled Positions and Averages	88	34	54	$37,728	$39,491	$36,618

* Salary information is not published for fewer than four individuals.

Table P: Distribution of Minority Librarians by Metropolitan Area

SMSA	Black	Hispanic	Asian/ Pacific Island	Total
Philadelphia	31	2	18	51
Pittsburgh	2	1	0	3
Other areas	9	4	21	34
All Areas	42	7	39	88

Table Q: Number and Average Experience of Minority Librarians by Position

Position	Number of Staff			Average Years Experience		
	Total	Men	Women	Combined	Men	Women
Director	5	3	2	18	24	9
Associate Director	1	1		29	29	
Assistant Director	2	1	1	23.5	30	17
Branch Head	4		4	24		24
Functional Specialist	8	4	4	9.6	6	13.3
Subject Specialist	2	1	1	14	1	27
Head, Acquisitions	2	2		23	23	
Head, Reference	3		3	12		12
Head, Cataloging	2		2	20		20
Head, Serials	3	2	1	22	28.5	10
Head, Circulation	3	1	2	17.7	24	14.5
Head, Rare Books/MSS	3	2	1	12	9.5	17
Head, Other	3	1	2	16	14	17
Public Services	2		2	13		13
Technical Services	6	2	4	13.3	13.5	13.3
Reference Librarian	17	7	10	14.1	16.3	12.5
Cataloger	12		12	15.1	10.6	15.1
Head, Computer Systems	1	1		11	11	
Head, Technical Services	4	2	2	18.3	21.5	15
Head, Public Services	1		1	27		27
Head, AV	1	1		32	32	
Other	2	2		19	19	
Total Filled Positions and Averages	87	33	54	16.1	17.6	15.2

* Salary information is not published for fewer than four individuals.

Appendix I: Participating Libraries

Academy of the New Church
Albright College
Alvernia College
Baptist Bible College & School of Theology
Beaver College
Bloomsburg University of Pennsylvania
Bryn Mawr College
Bucknell University
Butler County Community College
Cabrini College
Carlow College
Cedar Crest and Muhlenberg College
Chestnut Hill College
Clarion University of Pennsylvania
College Misericordia
Community College of Allegheny County, Monroeville
Community College of Allegheny County, Pittsburgh
Community College of Allegheny County, West Mifflin
Community College of Philadelphia
Curtis Institute of Music
Delaware County Community College
Delaware Valley College of Science
Dickinson College
Dickinson School of Law
Drexel University
Eastern Baptist Theology Seminary
Eastern College
Edinboro University of Pennsylvania
Elizabethtown College
Evangelical School of Theology
Franklin and Marshall
Gannon University
Geneva College
Grantz College
Harrisburg Community College
Haverford College
Holy Family College
Immaculata College
Juniata College
Kings College
Kutztown University of Pennsylvania
Lackawana Junior College
Lafayecte College
Lancaster Bible College
Lancaster Theology Seminary
LaSalle University
Lebannon Valley College
Lehigh County Community College
Lock Haven University of Pennsylvania
Lutheran Theology Seminary, Gettysburg
Lutheran Theology Seminary, Philadelphia
Luzerne County Community College
Lycoming College
Mansfield University of Pennsylvania
Marywood College
Medical College of Pennsylvania
Mercyhurst College
Messiah College
Moravian College
Mount Aloysius Junior College
North Eastern Christian Junior College
Northhampton Community College
Peirce Junior College
Pennsylvania College of Optometry
Pennsylvania College of Podiatric Medicine
Pennsylvania College of Technology
Pennsylvania State University
Philadelphia College of Bible
Philadelphia College, Pharmacy and Science
Philadelphia College, Textile and Science
Pittsburgh Theology Seminary
Point Park College
Reformed Presbyterian Theological Seminary
Robert Morris College
Rosemont College
Saint Charles Borromeo
Saint Francis College
Saint Josephs University
Shippensburg University of Pennsylvania
Susquehanna University
Swarthmore College
Temple University
Thaddeus Stevens State School of Technology
Trinity Episcopal School for Ministry
University of Pennsylvania
University of the Arts
University of Scranton
Ursinus College
Valley Forge Christian College
Valley Forge Military Academy
Villanova University
Washington & Jefferson College
Westmoreland County Community College
Wilkes University
Widener University
Wilson College
York College of Pennsylvania

Pennsylvania Library Association/CRDL
Academic Library SALARY SURVEY 1992
Library Questionnaire
Part 1: Summary Data

Reporting Library_____

Report prepared by (name)_____

Phone number_____ Date returned_____

1. Estimate of beginning professional salary for 1992 fiscal year:

   $_____

2. Is your professional non-administrative staff part of a bargaining unit?

   _____Yes
   _____No

3. Does your professional non-administrative staff have:

   _____ 1. Faculty status with academic rank
   _____ 2. Faculty status without academic rank
   _____ 3. Neither of above

4. Parent institution's status:

   _____Public (state or county)

   _____State related

   _____Private, non-sectarian

   _____Private, church-related

5. Parent institution's status (AAUP Categories):

   Category I:
   _____Doctoral

   Category IIA:
   _____Comprehensive

   Category IIB:
   _____Baccalaureate

   Category III:
   _____2 year with academic rank

   Category IV:
   _____2 year without academic rank

PENNSYLVANIA LIBRARY ASSOCIATION/
COLLEGE AND RESEARCH LIBRARY DIVISION
SALARY SURVEY 1992

Office Use Only	

Library Questionnaire
Part II: Individual Data

Reporting Library _____

Staff Member I.D. (Detach before mailing)	Seq. No.	Salary fiscal year* 1992	Position Code*	Leave Blank	Sex M F V*	Affirm. Act. Status Code *	Total Years Prof. Exp. *
	1						
	2						
	3						
	4						
	5						
	6						
	7						
	8						
	9						
	10						
	11						
	12						
	13						
	14						
	15						
	16						
	17						
	18						
	19						
	20						

*(See instruction)

Please return the Salary Survey questionnaire by December 15, 1992 to Ronald Dow, Pattee Library, University Park, PA 16802

Pennsylvania Library Association
Academic Library SALARY SURVEY 1992
Library Questionnaire

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit. Include, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, audiovisual professionals, budget officers, etc.

2. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting. **Do not report the actual part-time salary paid.**

3. The purpose of the survey is to collect comparable data; therefore, salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.

4. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

5. The salary figures should be straight gross salary figures. Do not include fringe benefits.

6. The questionnaire should be returned to Ronald F. Dow, Pattee Library, Pennsylvania State University, University Park, PA 16802 by December 15, 1992. Please mark envelope PERSONAL AND CONFIDENTIAL. A postcard acknowledgment will be returned to you within two weeks of the receipt of the questionnaire. Please call 814-863-0325 if you DO NOT receive this confirmation.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with summary information for filled and temporarily vacant professional positions for the 1992 fiscal year.

2. Question 1. The Beginning Professional Salary is the salary that would be paid to a professional entry-level librarian, i.e., **no post-MLS experience**. Please use a figure which is **USED OR LIKELY TO BE USED** by your library.

3. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests salary information on all filled or temporarily vacant positions for fiscal year beginning 1992. In addition, information on sex, minority status, and years of experience is requested for filled positions. The form requests information for individuals; aggregate data for each institution will be generated by computer. Please photocopy additional sheets and number them if you cannot list all professional positions in the space provided.

2. The column to the left of the perforation labeled "Staff Member I.D." has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed along the perforation to ensure anonymity of the data. The order in which staff members are entered on the form is not important; enter them in the order most convenient for you.

3. After entering the identification of the individual, enter his/her salary as of the start of the 1992 fiscal year. If the library normally increases salaries at a date later than the start of the fiscal year, yet prior to receipt of this questionnaire, report salary as of that later date. Please refer to general instructions before recording salaries.

4. Salaries should be reported for all filled positions and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

5. Position code. The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature. Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes:

DIRLIB	Director of Libraries (or equivalent title)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library
HDLAW	Head, Law Library
ADMIN	Administrative Support
HDBR	Head, Other Branch Library
SSPEC	Subject Specialist
HDRS	Head, Public or Readers Services
HDTS	Head, Technical Services
HDACQ	Head, Acquisitions Department
HDREF	Head, Reference Department
HDCAT	Head, Catalog Department
HDSER	Head, Serials Department
HDDOC	Head, Documents Department
HDCIRC	Head, Circulation
HDRBM	Head, Rare Book/Manuscripts Department
HDCOMP	Head, Library Computer Systems

HDAV	Head, Media Center or Audio Visual Department
HDOTR	Head, Other Department/Service/Agency
CAT	Catalogers, both General and Specialized
REF	Reference Librarians, both General and Specialized
PUBS	Public Services, non-Supervisory, except Reference Librarians
TECH	Technical Services, non-Supervisory, except Catalogers

If any individual has responsibilities described by more than one of the above categories, choose the category which is most typical of his/her general duties.

Specialists. These are of two kinds: **Subject Specialists**, who primarily build collections (but may also offer specialized reference and bibliographic services); and **Administrative Specialists**, who are experts in management fields such as personnel, fiscal matters, systems, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency.". Head, Catalog Department should be used either for the department that does original cataloging only, or for a department that handles all cataloging. A Department Head who is responsible for cataloging from LC Copy, OCLC, etc., but not for original cataloging should be included in the category "Head, Other Department/Service/Agency." List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out the analysis, programming, etc., should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: a) head of a department which is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc; b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries which split these two functions between two departments should report more than one professional with the position HDACQ.

Assistant Department Heads. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." However, Assistant Head positions for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.

6. Sex. Indicate either **M** or **F**, for male and female, respectively, or **V** if the position is vacant.

7. Affirmative action status code. Indicate status by means of one of the following code numbers:
    1. Black
    2. Hispanic
    3. Asian or Pacific Islander
    4. American Indian or Native Alaskan
    5. Caucasian

8. Total years of professional experience. Define "professional" experience as indicated in the general instructions; for most professional staff members this will mean counting the years of experience since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions.

CONFIDENTIALITY OF INFORMATION

Confidentiality of information will be strictly maintained. No individual salaries will be reported. Salary statistics for individual institutions will be limited to beginning professional salary, average salary and median salary. Aggregate data only will be reported; for example, you will be able to compare salaries of your reference librarians with the average salaries of all reference librarians from the reporting institutions. However, information will be reported only in categories with four or more individuals. The submitted data will be retained for three years and will then be destroyed in a manner appropriate to confidential information.

PENNSYLVANIA LIBRARY ASSOCIATION

COLLEGE AND RESEARCH LIBRARIES DIVISION

1993 SALARY SURVEY
OF
PENNSYLVANIA ACADEMIC LIBRARIES

Pennsylvania Library Association

College and Research Libraries Division

1993 SALARY SURVEY OF PENNSYLVANIA ACADEMIC LIBRARIES

Introduction and Survey Administration
by
Ronald F. Dow
Christine Avery
The Pennsylvania State University

May 1994

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from
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INTRODUCTION

This is the report of the sixth annual salary survey of the academic libraries of Pennsylvania. The survey is funded and sponsored by the College and Research Libraries Division of the Pennsylvania Library Association (PLA) as a service to its membership and the academic librarians of the Commonwealth.

The survey itself continues to follow the ARL Salary Survey model. In some tables the number of positions listed in the bodies of the tables may not sum to the total positions noted at the bottom of each table. This is due to the suppression of data for some entire position categories where fewer than four cases were reported. As always, when displaying compiled data we have suppressed any data representing fewer than four cases so as to avoid compromising confidentiality. However, the total position count and the average salaries displayed at the bottom of these tables, corresponding to the heading "Total Filled Positions," does encompass all individuals in each category, including those position titles suppressed in the body of the table. It should also be noted that not all respondents provided full data. Some totals are affected by these instances of incomplete reporting.

This year questionnaires were sent to libraries at 141 two-year, baccalaureate, comprehensive, and doctoral granting colleges and universities. Responses were received from 86 institutions, a return rate of 61%. In total, 825 or 71% of the estimated 1160 academic library positions within the Commonwealth are represented by the survey results.

This is the sixth year for the survey and although 86 libraries responded to the survey there is a change in the institutions responding from last year. Obviously this makes specific year to year comparisons difficult, yet we continue to believe that the data are in themselves valuable for institutional comparisons and other administrative purposes. For those seeking to review results from past years, the 1990 and 1991 surveys are now available on ERIC microfiche [ERIC No. ED 352069] and 1992 and 1993 have been submitted to the Clearing House for future inclusion.

The Pennsylvania Library Association's College and Research Libraries Division is pleased to present this report as a tangible service to its membership. Anecdotal evidence suggests that salary data linking positions to local market conditions, as this survey does, can be a significant tool in the hands of library directors campaigning for salary adjustments for professional librarians. For that reason, we would like to thank all who have contributed to this and past years surveys through timely submission of completed questionnaires. Please direct to me any questions that you may have concerning this survey or the incorporated data.

Joyce Combs of Pennsylvania State University Libraries has once more provided essential support to the project both in terms of administrating the questionnaire and in disseminating the final document.

Ronald F. Dow
Christine Avery
The Pennsylvania State University
University Park, PA 16802

Table A: Distribution of Professional Staff by Salary Bracket with Associated Statistics

Salary Bracket	Number of Staff	Cumulative Percent	Average Salary	Avg. Years Experience	Median Salary	Med. Yrs. Experience
$90,000 or more	6	0.7%	$100,307	23	$99,870	21
$80,000 - 89,999	3	0.1%	*	25.3	*	25
$70,000 - 79,999	16	3.0%	$74,249	24.5	$73,887	25
$65,000 - 69,999	7	3.9%	$66,706	28	$65,652	29
$60,000 - 64,999	31	7.6%	$62,610	26	$63,000	26
$55,000 - 59,999	28	11.0%	$57,209	23.4	$56,391	23.5
$50,000 - 54,999	53	17.5%	$51,897	22.8	$51,750	23
$48,000 - 49,999	26	20.6%	$48,757	19.7	$48,670	19
$46,000 - 47,999	32	24.5%	$46,787	20.1	$46,470	19.5
$44,000 - 45,999	41	29.5%	$44,829	18.3	$44,563	17.5
$42,000 - 43,999	38	34.1%	$42,872	19.5	$42,835	22
$40,000 - 41,999	35	38.3%	$40,798	15.6	$40,720	15.5
$38,000 - 39,999	57	45.2%	$38,918	16.9	$38,890	17
$36,000 - 37,999	52	51.5%	$36,880	15.1	$36,876	14
$34,000 - 35,999	54	58.1%	$35,032	11.9	$35,020	10.5
$32,000 - 33,999	51	64.2%	$33,034	11.1	$33,000	9
$30,000 - 31,999	76	73.5%	$31,019	11.9	$31,163	11
$29,000 - 29,999	25	76.5%	$29,410	7.6	$29,400	5
$28,000 - 28,999	20	78.9%	$28,348	15.1	$28,275	14
$27,000 - 27,999	30	82.5%	$27,357	8.1	$27,358	6.5
$26,000 - 26,999	31	86.3%	$26,464	6.2	$26,500	3
$25,000 - 25,999	21	88.8%	$25,320	6.5	$25,305	5.5
$24,000 - 24,999	18	91.0%	$24,300	4.9	$24,359	3
$23,000 - 23,999	14	92.7%	$23,453	7.3	$23,522	6
$22,000 - 22,999	10	93.9%	$22,259	6.7	$22,227	5.5
$21,000 - 21,999	10	95.2%	$21,287	4.7	$21,260	5
$20,000 - 20,999	9	96.2%	$20,388	7.9	$20,275	7
$19,000 - 19,999	5	96.8%	$19,413	6.8	$19,383	7
$18,000 - 18,999	9	97.9%	$18,262	8.4	$18,254	2
$17,000 - 17,999	2	98.2%	*	0.5	*	0.5
$16,000 - 16,999	1	98.3%	*	8	*	8
less than $16,000	14	100.0%	$13,707	8.6	$14,000	5
Total Surveyed Positions and Averages	825		$38,662	14.8	$36,260	14

* Salary information is not published for fewer than four individuals.

Table B: Distribution of Beginning Professional Salaries

Salary Bracket	Number of Libraries	Percent of Libraries
$30,000 or more	11	12.5%
$29,000 - $29,999	3	3.4%
$28,000 - $28,999	7	8.0%
$27,000 - $27,999	8	9.1%
$26,000 - $26,999	8	9.1%
$25,000 - $25,999	10	11.4%
$24,000 - $24,999	3	3.4%
$23,000 - $23,999	3	3.4%
$22,000 - $22,999	5	5.7%
$21,000 - $21,999	7	8.0%
$20,000 - $20,999	6	6.8%
$19,000 - $19,999	0	0.0%
$18,000 - $18,999	2	2.3%
$17,000 - $17,999	1	1.1%
$16,000 - $16,999	0	0.0%
Under $16,000	1	1.1%

Libraries Reporting	75
Data not Provided	13
Total Surveyed Libraries	88

Table C: Distribution of Professional Staff By Experience Cohort with Salary Means and Medians

Experience Cohort	Number of Staff	Average Salary	Median Salary
Over 35 Years	11	$48,828	$50,771
32 - 35	23	$54,054	$53,508
28 - 31	52	$51,261	$50,222
24 - 27	77	$49,394	$46,393
20 - 23	103	$44,855	$42,276
16 - 19	85	$42,113	$39,340
12 - 15	109	$36,883	$36,540
8 - 11	110	$34,696	$34,059
4 - 7	124	$30,443	$30,525
0 - 3	97	$27,119	$26,500
Total Positions and Averages	791	$38,800	$36,500

Table D: Number and Average Salaries of Academic Librarians by Years of Experience

Experience Cohort	Total Staff	Men	Women	Combined Salary	Men's Average	Women's Average
Over 35 Years	11	3	8	$48,828	*	$47,691
32 - 35	23	13	10	$54,054	$60,324	$45,903
28 - 31	52	19	33	$51,261	$55,358	$48,902
24 - 27	77	28	49	$49,394	$51,865	$47,981
20 - 23	103	38	65	$44,855	$51,641	$40,888
16 - 19	85	30	55	$42,113	$43,180	$41,531
12 - 15	109	29	80	$36,883	$41,832	$35,089
8 - 11	110	29	81	$34,696	$36,570	$34,025
4 - 7	124	46	78	$30,443	$31,162	$30,213
0 - 3	97	32	65	$27,119	$28,951	$26,248
Total Positions and Averages	791	267	524	$38,800	$42,504	$36,985

Note: The Statistics for Total Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See "Introduction" for explanation.)

Table E: Average Salaries and Experience by Metropolitan Area

SMSA	Average Salary	Years of Experience	Number of Professionals
Philadelphia	$38,553	14.9	260
Pittsburgh	$36,221	12.2	140
Other Areas	$39,532	15.6	425
All Areas	$38,662	14.8	825

Table F: Number and Average Salaries and Experience By Type of Institution

Institutional Control	Average Salary	Years of Experience	Number of Professionals
Public	$45,492	18.8	188
State Related	$41,471	14.5	199
Private, Non-Sectarian	$37,627	12.9	198
Private, Church Related	$31,835	13.5	240
All Types	$38,662	14.8	825

Table G: Number and Average Salaries of Librarians by Position

Position	Number of Staff			Average Salaries		
	Total	Men	Women	Combined	Men	Women
Director	79	41	38	$50,650	$53,474	$47,602
Associate Director	17	6	11	$55,384	$63,404	$51,009
Assistant Director	22	6	16	$41,603	$40,265	$42,105
Head, Medical Library	3	1	2	*	*	*
Head, Law Library	2	2		*	*	*
Branch Head	36	11	25	$40,488	$41,080	$40,228
Functional Specialist	24	9	15	$35,897	$43,389	$31,401
Subject Specialist	25	7	18	$36,603	$39,017	$35,664
Head, Reference	43	13	30	$39,695	$44,242	$37,724
Head, Cataloging	24	0	24	$40,213		$40,213
Head, Acquisitions	27	11	16	$39,445	$42,320	$37,469
Head, Serials	17	8	9	$39,853	$46,003	$34,385
Head, Documents	7	2	5	$44,118	*	$43,233
Head, Circulation	21	5	16	$35,316	$44,035	$32,591
Head, Rare Books/MSS	11	6	5	$38,520	$47,433	$27,825
Head, Other	52	19	33	$41,618	$41,321	$41,789
Head, Audio-Visual	30	17	13	$35,271	$38,903	$30,521
Public Services	22	6	16	$31,334	$38,057	$28,813
Technical Services	20	5	15	$30,326	$24,260	$32,348
Reference Librarian	172	53	119	$34,510	$34,571	$34,483
Cataloger	61	18	43	$33,119	$35,134	$32,275
Head, Computer Systems	24	9	15	$37,415	$37,882	$37,135
Head, Technical Services	33	8	25	$38,517	$43,040	$37,071
Head, Public Services	14	3	11	$31,937	*	$31,932
Other	10	3	7	$35,341	*	$33,397
Total Filled Positions	796	269	527	$38,764	$42,345	$36,937

* Salary information is not published for fewer than four individuals.

Note: The statistics for Total Filled Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See "Introduction" for explanation.)

Table H: Number and Average Experience of Librarians by Position

Position	# of Staff			Average Years Experience		
	Total	Men	Women	Combined	Men	Women
Director	79	41	38	20.2	20	20.4
Associate Director	17	6	11	19.1	21.7	17.6
Assistant Director	22	6	16	17.8	22.5	16.1
Head, Medical Library	3	1	2	26.3	21	29
Head, Law Library	2	2	0	25.5	25.5	
Branch Head	35	10	25	15.6	17.7	14.7
Functional Specialist	24	9	15	13.6	14.6	13.1
Subject Specialist	25	7	18	16.6	12.1	18.3
Head, Reference	43	13	30	17	19	16.2
Head, Cataloging	24	0	24	18.2		18.2
Head, Acquisitions	27	11	16	18.7	20.4	17.5
Head, Serials	17	8	9	17.2	22.3	12.8
Head, Documents	7	2	5	15.6	17	15
Head, Circulation	21	5	16	12.2	17.8	10.5
Head, Rare Books/MSS	11	6	5	12.3	15.7	8.2
Head, Other	52	19	33	15.8	14.6	16.5
Head, Audio-Visual	28	16	12	14.7	17.1	11.5
Public Services	22	6	16	11.7	12	11.6
Technical Services	20	5	15	11.5	9	12.3
Reference Librarian	172	53	119	11.5	11.2	11.6
Cataloger	61	18	43	12.8	12.9	12.8
Head, Computer Systems	24	9	15	10.3	8.9	11.1
Head, Technical Services	32	8	24	17.6	16.2	18.1
Head, Public Services	13	3	10	11.5	9.7	12.1
Other	10	3	7	11.3	10.3	11.7
Total Filled Positions	791	267	524	14.8	15.6	14.4

Note: The statistics for Total Filled Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See "Introduction" for explanation.)

Table J: Average Salaries for Experience Cohorts in Selected Positions

Position	0 - 3 Years	4 - 7 Years	8 - 11 Years	12 - 15 Years	16 - 19 Years	20 - 23 Years	24+ Years
Director	*	*	$37,690	$43,449	$48,841	$56,105	$57,292
Associate Director		*	*			$63,853	$60,983
Assistant Director	*		*	$37,306	*	$39,990	$44,991
Functional Specialist	*	$33,986	$38,432	*	*	*	$45,548
Subject Specialist	*	$33,972	*	*	*	*	$46,385
Head, Branch	$33,747	*	$33,734	*	$46,487	$41,741	$47,018
Head, Acquisitions		*	$35,251	$37,566	$36,308	$43,809	$45,108
Head, Reference	*	$26,288	$44,269	$36,390	$38,282	$41,582	$51,276
Head, Cataloging	*	*	$34,689	$43,469	$36,516	$39,089	$48,501
Head, Serials	*	*	*	*		*	$49,719
Head, Circulation	*	$24,712	*	*		*	$54,367
Head, Rare Books/MSS	*	*	$42,285	*			*
Head, Technical Services		$25,244	$31,092	$37,162	*	$39,781	$47,965
Head, AV	*	*	$32,846	$29,539	$33,431	*	$53,973
Head, Other	$32,864	$38,121	$35,629	$45,576	$48,751	$39,505	$51,442
Head, Computer Systems	$24,952	$32,319	*	$39,635	*	*	*
Head, Public Services	*	$27,174	*	*	*	*	*
Reference	$26,481	$32,417	$32,869	$35,166	$32,590	$47,158	$45,117
Cataloger	$26,432	$28,168	$31,361	$29,744	$33,765	$34,800	$48,789
Public Services	$27,182	$30,935	*		*	$39,615	*
Technical Services	*	$26,851	*	*	*	*	*

* Salary information is not published for fewer than four individuals.

Table K: Number and Average Salaries of Librarians By Size of Professional Staff

Staff Size	1 - 4		5 - 15		16 - 49		50 or more	
Position	No.	Salary	No.	Salary	No.	Salary	No.	Salary
Director	30	$39,536	43	$52,870	6	$74,766	2	*
Associate Director	2	*	2	*	2	*	11	$62,022
Assistant Director	4	$38,330	10	$34,711	5	$45,886	3	*
Branch Head			15	$35,530	4	$46,472	18	$42,985
Functional Specialist			6	$23,088	5	$41,381	16	$39,869
Subject Specialist	1	*	9		2	*	15	$39,488
Head, Acquisitions			22	$38,715	3	*	3	*
Head, Reference	6	$32,007	27	$38,953	6	$48,522	4	$42,995
Head, Cataloging	3	*	13	$39,311	4	$44,773	5	$43,906
Head, Serials			13	$36,792	3	*	1	*
Head, Circulation	1	*	14	$35,835	4	$32,375	3	*
Head, Rare Books/MSS	1	*	6	$30,255	1	*	3	*
Head, Other			11	$41,556	9	$32,403	35	$44,082
Head, Computer Systems	2	*	16	$36,448	4	$43,427	2	*
Head, Technical Services	8	$30,142	22	$39,694	3	$52,228		
Head, Public Services	5	$25,136	9	$35,716				
Head, AV	4	$27,350	21	$34,237	4	$41,674	1	*
Public Services			14	$22,037	3	*	5	$38,132
Technical Services	2	*	2	*	10	$26,451	6	$34,889
Reference Librarian	8	$35,455	71	$35,293	35	$34,184	67	$33,467
Cataloger	5	$28,113	22	$33,488	8	$34,088	32	$32,890
Other			11	$49,157	1	*	10	$53,383
Total Filled Positions and Averages	82	$33,370	379	$38,069	122	$39,743	242	$40,837

* Salary information is not published for fewer than four individuals.

Note: The statistics for Total Filled Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See "Introduction" for explanation.)

Table L: Number and Average Salaries of Librarians By AAUP Category

Position	Doctoral		Comprehensive		Baccalaureate		Two Year Academic	
	No.	Salary	No.	Salary	No.	Salary	No.	Salary
Director	7	$67,858	27	$52,054	29	$46,467	16	$49,692
Associate Director	12	$63,039	3	*	1	*	1	*
Assistant Director	5	$52,509	8	$40,460	6	$35,268	3	*
Branch Head	20	$42,489	3	*	12	$36,173	2	*
Functional Specialist	19	$41,591	7	$25,706	1	*		
Subject Specialist	17	$38,866	4	$36,676	5	$33,860	1	*
Head, Acquisitions	4	$44,048	15	$41,361	7	$31,514	2	*
Head, Reference	7	$40,141	15	$43,225	15	$36,196	6	$39,097
Head, Cataloging	7	$40,882	10	$41,907	7	$37,124	1	*
Head, Serials	1	*	10	$42,869	5	$31,716	1	*
Head, Circulation	5	$37,901	8	$33,336	6	$27,746	3	*
Head, Rare Books/MSS	4	$53,792	1	*	6	$30,255		
Head, Other	40	$43,264	11	$34,954	4	$44,136		
Head, Computer Systems	5	$42,389	7	$44,024	10	$31,355	2	*
Head, Technical Services	2	*	12	$42,941	14	$33,389	5	$43,861
Head, Public Services	1	*	5	$34,562	7	$29,365	1	*
Head, AV	1	*	13	$34,326	10	$32,452	6	$37,384
Public Services	7	$36,662	9	$35,534	5	$19,890	1	*
Technical Services	6	$34,889	11	$25,919			3	*
Reference Librarian	81	$32,719	56	$37,465	25	$27,096	18	$43,221
Cataloger	37	$31,862	13	$31,517	11	$31,816	6	$43,982
Total Filled Positions and Averages	288	$39,604	248	$39,002	186	$34,114	78	$41,966

* Salary information is not published for fewer than four individuals.

Note: The statistics for Total Filled Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See "Introduction" for explanation.)

Table M: Number and Average Salaries of Librarians by Type of Institution

	Public		State Related		Private Non-Sectarian		Private Church Related	
Position	No.	Salary	No.	Salary	No.	Salary	No.	Salary
Director	15	$60,668	4	$69,386	22	$52,593	40	$43,968
Associate Director	7	$53,125	4	$77,594	5	$46,856	1	*
Assistant Director	4	$44,734	2	*	5	$44,366	11	$35,508
Branch Head	7	$46,597	16	$41,764	8	$37,910	6	$32,481
Functional Specialist	7	$38,331	10	$40,017	5	$42,277	5	$20,692
Subject Specialist	5	$44,532	11	$37,823	5	$35,280	6	$28,602
Head, Acquisitions	6	$50,142	4	$46,201	8	$36,725	10	$33,918
Head, Reference	12	$50,683	4	$43,100	14	$37,195	13	$31,197
Head, Cataloging	5	$47,182	4	$45,561	8	$35,794	8	$34,451
Head, Serials	5	$49,487	2	*	6	$33,148	4	$31,639
Head, Circulation	7	$45,000	3	*	5	$30,958	7	$22,940
Head, Rare Books/MSS	1	*	2	*	5	$34,372	3	*
Head, Other	11	$41,113	32	$44,034	6	$36,394	6	$35,320
Head, Computer Systems	5	$43,494	1	*	10	$46,646	8	$29,505
Head, Technical Services	7	$49,800			10	$40,198	16	$32,532
Head, Public Services	2	*			5	$35,040	7	$26,616
Head, AV	6	$46,924	2	*	8	$34,712	14	$27,488
Public Services	7	$36,295	2	*	7	$30,321	6	$21,723
Technical Services	5	$37,814	5	$35,058	4	$23,881	6	$24,440
Reference Librarian	43	$41,177	58	$35,646	37	$30,007	43	$29,763
Cataloger	17	$38,375	23	$33,489	10	$32,471	17	$26,775
Total Filled Positions and Averages	184	$45,091	189	$41,162	193	$37,063	237	$31,951

* Salary information is not published for fewer than four individuals.

Note: The statistics for Total Filled Positions on the bottom line may represent more staff than the sum of the numbers listed in the table. (See "Introduction" for explanation.)

Table N: Number and Average Salary of Minority Librarians by Position

Position	Number of Staff			Average Salaries
	Total	Men	Women	Combined
Director	3	2	1	*
Associate Director	3	1	2	*
Assistant Director	2	0	2	*
Branch Head	3	0	3	*
Functional Specialist	1	0	1	*
Subject Specialist	3	1	2	*
Head, Reference	4	1	3	*
Head, Cataloging	4	0	4	*
Head, Serials	2	2	0	*
Head, Circulation	3	1	2	*
Head, Rare Books/MSS	2	2	0	*
Head, Other	5	1	4	$41,858
Technical Services	2	0	2	*
Reference Librarian	13	5	8	$32,889
Cataloger	8	2	6	$35,749
Head, Computer Systems	2	1	1	*
Head, Technical Services	3	1	2	*
Head, AV	3	3	0	*
Other	2	1	1	*
Total Filled Positions and Averages	68	24	44	$42,254

* Salary information is not published for fewer than four individuals.

Table P: Distribution of Minority Librarians by Metropolitan Area

SMSA	Black	Hispanic	Asian/ Pacific Island	Native American	Total
Philadelphia	16	0	12	0	28
Pittsburgh	4	1	4	2	11
Other areas	8	3	18	0	29
All Areas	28	4	34	2	68

Table Q: Number and Average Experience of Minority Librarians by Position

Position	Number of Staff			Average Years Experience		
	Total	Men	Women	Combined	Men	Women
Director	3	2	1	21.3	24.5	15
Associate Director	3	1	2	21.3	30	17
Assistant Director	2		2	16		16
Branch Head	3		3	19		19
Functional Specialist	1		1	9		9
Subject Specialist	3	1	2	16	31	8.5
Head, Reference	4	1	3	18.5	28	15.3
Head, Cataloging	4		4	19.3		19.3
Head, Serials	2	2		29.5	29.5	
Head, Circulation	3	1	2	18.7	3.3	11.5
Head, Rare Books/MSS	2	2		10.5	10.5	
Head, Other	5	1	4	14.8	13	15.3
Technical Services	2		2	11.5		11.5
Reference Librarian	13	5	8	9.1	11.4	7.6
Cataloger	8	2	6	16.1	25	13.2
Head, Computer Systems	2	1	1	9	12	6
Head, Technical Services	3	1	2	27.7	24	29.5
Head, AV	3	3		30	30	
Other	2	1	1	25	31	19
Total Filled Positions and Averages	68	24	44	16.9	22	14

* Salary information is not published for fewer than four individuals.

Appendix I: Participating Libraries

Academy of the New Church
Albright College
Alvernia College
American College
Baptist Bible College & School of Theology
Bucknell University
Bucks County Community College
Butler County Community College
Carlow College
Carnegie-Mellon University
Cedar Crest College
Chestnut Hill College
Cheyney University
Clarion University of Pennsylvania
Community College of Allegheny County, Monroeville
Community College of Allegheny County, West Mifflin
Community College of Philadelphia
Curtis Institute of Music
Delaware County Community College
Delaware Valley College
Dickinson College
Dickinson School of Law
East Stroudsburg University
Eastern Baptist Theology Seminary
Edinboro University of Pennsylvania
Elizabethtown College
Evangelical School of Theology
Franklin and Marshall College
Gannon University
Geneva College
Hahnemann University
Harcum College
Harrisburg Community College
Haverford College
Holy Family College
Immaculata College
Juniata College
Kings College
Kutztown University of Pennsylvania
Lackawana Junior College
Lafayette College
Lancaster Bible College
Lancaster Theological Seminary
LaSalle University
Lebannon Valley College
Lehigh County Community College
Lock Haven University of Pennsylvania
Lutheran Theology Seminary, Philadelphia
Luzerne County Community College
Manor Junior College
Mary Immaculate Seminary
Mercyhurst College
Messiah College
Moravian College
Mount Aloysius College
Neumann College
Northhampton Community College
Pennsylvania College of Optometry
Pennsylvania College of Technology
Pennsylvania State University
Philadelphia College of Bible
Philadelphia College, Pharmacy and Science
Philadelphia College, Textile and Science
Point Park College
Robert Morris College
Rosemont College
Saint Charles Borromeo
Saint Francis College
Saint Josephs University
Seton Hill College
Shippensburg University of Pennsylvania
Susquehanna University
Swarthmore College
Temple University
Thaddeus Stevens State School of Technology
University of the Arts
University of Pittsburgh
Valley Forge Christian College
Valley Forge Military Academy
Villanova University
Washington & Jefferson College
Westminister Theology Seminary
Westmoreland County Community College
Widener University
Wilkes University
Wilson College
York College of Pennsylvania

Pennsylvania Library Association/CRDL
Academic Library SALARY SURVEY 1993
Library Questionnaire
Part 1: Summary Data

Reporting Library_____

Report prepared by (name)_____

Phone number_____ Date returned_____

1. Estimate of beginning professional salary for 1993 fiscal year:

   $_____

2. Is your professional non-administrative staff part of a bargaining unit?

   _____Yes
   _____No

3. Does your professional non-administrative staff have:

   _____ 1. Faculty status with academic rank
   _____ 2. Faculty status without academic rank
   _____ 3. Neither of above

4. Parent institution's status:

   _____Public (state or county)

   _____State related

   _____Private, non-sectarian

   _____Private, church-related

5. Parent institution's status (AAUP Categories):

   Category I:
   _____Doctoral

   Category IIA:
   _____Comprehensive

   Category IIB:
   _____Baccalaureate

   Category III:
   _____2 year with academic rank

   Category IV:
   _____2 year without academic rank

PENNSYLVANIA LIBRARY ASSOCIATION/
COLLEGE AND RESEARCH LIBRARY DIVISION
SALARY SURVEY 1993

Office Use Only	

Library Questionnaire
Part II: Individual Data

Reporting Library _____

Staff Member I.D. (Detach before mailing)	Seq. No.	Salary fiscal year* 1993	Position Code*	Leave Blank	Sex M F V*	Affirm. Act. Status Code *	Total Years Prof. Exp. *
	1						
	2						
	3						
	4						
	5						
	6						
	7						
	8						
	9						
	10						
	11						
	12						
	13						
	14						
	15						
	16						
	17						
	18						
	19						
	20						

*(See instruction)

Please return the Salary Survey questionnaire by January 17, 1994 to Ronald Dow, Pattee Library, University Park, PA 16802

Pennsylvania Library Association
Academic Library SALARY SURVEY 1993
Library Questionnaire

General Instructions for Completing the Questionnaire

1. This survey is concerned with professional positions only. Since the criteria for determining professional status vary among libraries, there is no attempt to define the term "professional." Each library should report the salaries of those staff members it considers professionals, irrespective of faculty status or membership in a collective bargaining unit. Include, when appropriate, staff who are not librarians in the strict sense of the term, such as computer experts, audiovisual professionals, budget officers, etc.

2. Salaries should be reported for both full-time and part-time professional positions. However, salaries for part-time positions should be converted to their full-time equivalents before reporting. **Do not report the actual part-time salary paid.**

3. The purpose of the survey is to collect comparable data; therefore, salaries should normally be reported on a 12-month basis. If an appointment is for 9 or 10 months at the option of the employee, the actual salary paid should be increased to its 12-month equivalent. However, if appointments of less than 12 months are required by the employer, report the actual salary paid.

4. The salaries for all professional positions should be included, regardless of whether the salaries come from regular library budget funds or from special funds such as research grants.

5. The salary figures should be straight gross salary figures. Do not include fringe benefits.

6. The questionnaire should be returned to Ronald F. Dow, Pattee Library, Pennsylvania State University, University Park, PA 16802 by January 17, 1994. Please mark envelope PERSONAL AND CONFIDENTIAL. A postcard acknowledgment will be returned to you within two weeks of the receipt of the questionnaire. Please call 814-863-0325 if you DO NOT receive this confirmation.

Instructions for Completing Part I: Summary Data

1. Part I of this survey deals with summary information for filled and temporarily vacant professional positions for the 1993 fiscal year.

2. Question 1. The Beginning Professional Salary is the salary that would be paid to a professional entry-level librarian, i.e., **no post-MLS experience.** Please use a figure which is **USED OR LIKELY TO BE USED** by your library.

3. Be sure to fill in the name of the reporting library and the name of the person who prepares the report.

Instructions for Completing Part II: Individual Data

1. Part II of this survey requests salary information on all filled or temporarily vacant positions for fiscal year beginning 1993. In addition, information on sex, minority status, and years of experience is requested for filled positions. The form requests information for individuals; aggregate data for each institution will be generated by computer. Please photocopy additional sheets and number them if you cannot list all professional positions in the space provided.

2. The column to the left of the perforation labeled "Staff Member I.D." has been provided so the form can also serve as a work sheet. After the forms have been completed, the left-hand column should be removed along the perforation to ensure anonymity of the data. The order in which staff members are entered on the form is not important; enter them in the order most convenient for you.

3. After entering the identification of the individual, enter his/her salary as of the start of the 1993 fiscal year. If the library normally increases salaries at a date later than the start of the fiscal year, yet prior to receipt of this questionnaire, report salary as of that later date. Please refer to general instructions before recording salaries.

4. Salaries should be reported for all filled positions and all positions that are temporarily vacant. If an exact salary figure for a vacant position is established, that figure should be reported. If you do not have an exact salary for a vacancy, estimate the salary level at which the position is most likely to be filled.

5. Position code. The position categories used in this survey are intended to correspond roughly with the activities carried on in libraries, not with any particular pattern of staff organization or nomenclature. Please use these categories in the manner you feel best applies to your library. Indicate a position title by means of one of the following codes:

DIRLIB	Director of Libraries (or equivalent title)
ASCDIR	Associate Director
ASTDIR	Assistant Director
HDMED	Head, Medical Library
HDLAW	Head, Law Library
ADMIN	Administrative Support
HDBR	Head, Other Branch Library
SSPEC	Subject Specialist
HDRS	Head, Public or Readers Services
HDTS	Head, Technical Services
HDACQ	Head, Acquisitions Department
HDREF	Head, Reference Department
HDCAT	Head, Catalog Department
HDSER	Head, Serials Department
HDDOC	Head, Documents Department
HDCIRC	Head, Circulation
HDRBM	Head, Rare Book/Manuscripts Department
HDCOMP	Head, Library Computer Systems

HDAV	Head, Media Center or Audio Visual Department
HDOTR	Head, Other Department/Service/Agency
CAT	Catalogers, both General and Specialized
REF	Reference Librarians, both General and Specialized
PUBS	Public Services, non-Supervisory, <u>except</u> Reference Librarians
TECH	Technical Services, non-Supervisory, <u>except</u> Catalogers

If any individual has responsibilities described by more than one of the above categories, choose the category which is <u>most</u> typical of his/her general duties.

Specialists. These are of two kinds: **Subject Specialists**, who primarily build collections (but may also offer specialized reference and bibliographic services); and **Administrative Specialists**, who are experts in management fields such as personnel, fiscal matters, systems, etc. Specialists may not be, strictly speaking, professional librarians (i.e., have the MLS).

Department Heads. Department Heads not specifically included in the above list should be included under the category "Head, Other Department/Service/Agency." Head, Catalog Department should be used either for the department that does original cataloging only, or for a department that handles all cataloging. A Department Head who is responsible for cataloging from LC Copy, OCLC, etc., but not for original cataloging should be included in the category "Head, Other Department/Service/Agency." List the head of library automation and computer systems, applications, programming, etc. as HDCOMP unless that person is also an Associate or Assistant Director, in which case use the appropriate administrative code. If there is an intermediate level of management between an Associate or Assistant Director and the professionals who actually carry out the analysis, programming, etc., use HDCOMP to define that intermediate level. Professionals who carry out the analysis, programming, etc., should be listed as functional specialists (FSPEC).

Head, Acquisitions Department. Use HDACQ for all of the following positions: a) head of a department which is responsible for the selection of material (or management of selection activities carried out on a basis encompassing more than a single organizational unit), but not responsible for the placement of orders, payment of invoices, etc; b) head of a department responsible for the placement of orders, maintaining on-order files, payment of invoices, etc., but not responsible for selection decisions; c) head of a department responsible for both the selection decisions (or coordination of selection activities) and for acquiring the material. Libraries which split these two functions between two departments should report more than one professional with the position HDACQ.

Assistant Department Heads. Assistant Department Heads who are responsible for major units and spend the bulk of their time in supervision and revision of the work of others should also be listed as "Head, Other Department/Service/Agency." However, Assistant Head positions for small units or for supervision only in the absence of the head should be reported as non-supervisory or specialist positions as appropriate.

6. Sex. Indicate either **M** or **F**, for male and female, respectively, or **V** if the position is vacant.

7. Affirmative action status code. Indicate status by means of one of the following code numbers:
    1. Black
    2. Hispanic
    3. Asian or Pacific Islander
    4. American Indian or Native Alaskan
    5. Caucasian

8. Total years of professional experience. Define "professional" experience as indicated in the general instructions; for most professional staff members this will mean counting the years of experience since the MLS degree was awarded. When counting, do not subtract interim periods when an individual was not engaged in professional library employment if these periods are short in relation to the overall professional career. Count an academic year contract period as a full year. Be sure to include professional experience in previous positions and in other institutions.

CONFIDENTIALITY OF INFORMATION

Confidentiality of information will be strictly maintained. No individual salaries will be reported. Salary statistics for individual institutions will be limited to beginning professional salary, average salary and median salary. Aggregate data only will be reported; for example, you will be able to compare salaries of your reference librarians with the average salaries of all reference librarians from the reporting institutions. However, information will be reported only in categories with four or more individuals. The submitted data will be retained for three years and will then be destroyed in a manner appropriate to confidential information.